

# ASX ANNOUNCEMENT

25 June 2019

## **COLLECTION HOUSE LIMITED (ASX: CLH) ANTHONY RIVAS REAPPOINTED FOR FURTHER TERM AS CEO**

The Board of receivables management group Collection House Limited (ASX: CLH) is pleased to announce the reappointment of Anthony Rivas to the role of Chief Executive Officer and Managing Director for a further 3 year term. A summary of the key terms of Mr Rivas' re-appointment is attached.

Since joining the Company in July 2016, Mr Rivas has built upon Collection House Limited's strong foundations to drive shareholder value, as reflected in Collection House Limited's improving capabilities and recent financial and operational results.

Collection House Limited has undertaken an internal review of employee remuneration, and also engaged an external and independent firm to benchmark remuneration in order to retain and properly reward its best people, while enhancing company performance and shareholder value. Following this process, as announced on 4 March 2019, the Board approved an increase to Mr Rivas' base salary. As reflected in the key terms of Mr Rivas' re-appointment, Mr Rivas' base salary remains unchanged.

As part of his commitment to Collection House and its shareholders over the longer term, and as previously announced, Mr Rivas has previously forgone two million of his three million entitlements to performance rights due this year.

Collection House Limited Chairman Leigh Berkley said: "I'm delighted we have renewed Anthony Rivas' contract for a further three years. Strengthening our contractual relationship is another part of our strategy to align executive remuneration and rewards with company strategy and success. It also recognises the importance of Anthony's contribution in identifying, developing and implementing strategies for the continued success of the company and the growth of shareholder value".

On accepting the re-appointment, Mr Rivas said, "During the first three years of my tenure, the CLH Board, along with me and my Executive Leadership Team, have transformed our business through fresh innovative technologies, establishing new mutually beneficial relationships with strategic partners, and initiating a cultural renewal across the organisation. The next three years will be a time to build further on the foundations of our hard work. I look forward to working with the Board and the Executive Leadership Team to continue to build on our financial success and operational capabilities, and to build shareholder value, while helping even more of our customers out of financial difficulty."

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**Material terms of employment:**

The material terms of the Executive Services Agreement between Anthony Rivas and Collection House Limited for the role of Chief Executive Officer and Managing Director and (the Agreement) are as follows:

Commencement date	1 July 2019
Term	3 years
Total Fixed Annual Remuneration	\$470,475 (plus superannuation)
Short Term Incentive	The maximum potential STI in respect of any year is 60% of Base Salary, gross inclusive of tax and any applicable superannuation contributions that Collection House Limited may be required to make. STI does not form part of the Agreement and is based on the achievement of KPIs set annually by the Board.
Long Term Incentive	To be separately documented in accordance with Collection House Limited's Performance Rights Plan to be agreed. LTI does not form part of the Agreement.
Notice period / termination entitlements	6 months by either party. Employment may be ended immediately in certain circumstances including misconduct. Collection House Limited may elect to make payment in lieu of any unserved notice period in its discretion.
Post-employment restraint	12 months

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